Women's Policy Office

Executive Council

Annual Report 2014 – 15

Newfoundland Labrador

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Message from the Minister

September 30, 2015

As Minister Responsible for the Status of Women and in accordance with the Government of Newfoundland and Labrador's commitment to accountability, I am pleased to submit the 2014-15 Annual Report for the Women's Policy Office.

Women have an integral position in the social and economic development of communities in our province. The Women's Policy Office collaborates with community partners and stakeholders, as well as other government departments and agencies, to continue to advance social and economic prospects for women and to ensure that diverse perspectives inform the development of public policy.

The Women's Policy Office also plays a crucial role in the prevention of violence in Newfoundland and Labrador with the Violence Prevention Initiative. This initiative supports safe and vibrant communities that contribute to the well-being of all citizens of the province.

This report covers the fiscal year April 1, 2014 to March 31, 2015. As the Minister Responsible for the Status of Women, I am accountable for the results reported in this document. This Annual Report has been prepared in accordance with the Government of Newfoundland and Labrador's *Transparency and Accountability Act* provisions.

I want to recognize the staff of the Women's Policy Office, government departments and agencies, and community partners for their dedication to advancing social and economic opportunities for women and the prevention of violence in our communities.

The Honourable Susan Sullivan
Minister Responsible for the Status of Women

Susan Sullivan

1.0 Organizational Overview

The Women's Policy Office was established in 1985 to provide specific resources within the Government of Newfoundland and Labrador structure to pursue equality for women. The Women's Policy Office is the central agency within the Provincial Government that supports the development of programs and policies to advance the status of women in the province. It is located within Executive Council, and the staff report to the Minister Responsible for the Status of Women.

1.1 Mandate

The mandate of the office is to:

- develop and expedite Provincial Government policies and programs to enhance the social and economic status of women in the province and ensure that these are communicated to the public;
- ensure that the impact on women of all legislation, policies and programs is brought to the attention of the Minister Responsible for the Status of Women, Provincial Government and departments;
- monitor and review programs and other activities of government departments and agencies to ensure compliance and conformity with the government policy improving the status of women; and
- liaise with Provincial Government departments and agencies, other governments and advisory councils, and women's organizations on all issues affecting women.

1.2 Vision

The vision of the Women's Policy Office is true social, legal, cultural and economic equality for women and girls in the province of Newfoundland and Labrador.

1.3 Mission

By 2017, the Women's Policy Office will have further enhanced the advancement of women and girls' social, legal, cultural, and economic equality in Newfoundland and Labrador.

1.4 Physical Location

The Women's Policy Office is located in St. John's on the fourth floor of the Confederation Building, West Block.

1.5 Staffing

The Women's Policy Office has a core complement of an all-female staff comprised of 11 temporary and permanent positions, including:

- Deputy Minister
- Secretary to Deputy Minister
- Policy, Planning and Research Analyst
- Director of Violence Prevention
- 2 Senior Policy, Planning and Research Analysts
- 2 Senior Program and Policy Development Specialists
- Information Management Technician II
- Administrative Officer 1
- Word Processing Equipment Operator I

2.0 Lines of Business

2.1 Policy Analysis and Advisory Services

For the purposes of fulfilling the Women's Policy Office mandate, the WPO works with executive members, directors and policy analysts to support the application of gender-based analysis to all appropriate policy in such forms as legislation, programs and services. By applying gender-based analysis, the WPO supports the Provincial Government's commitment to all women by increasing capacity to address traditional barriers.

The work of the WPO ensures that Cabinet and its committees are fully informed on how women and girls are affected by policy and program decisions. The WPO highlights issues affecting women and girls and advises on ways gender equity can be better achieved, thus promoting the message that women and girls experience the world differently and may have different needs than men and boys. Provincial Government departments and agencies are encouraged to seek out current and historical quantitative and qualitative data, sex-disaggregated data, as well as consult with women's organizations on proposed programs, legislation and policy matters.

The Provincial Advisory Council on the Status of Women (PACSW)

The Women's Policy Office provides an operating grant to the PACSW to support their legislated mandate to advise the Government of Newfoundland and Labrador and the public on matters of importance to women.

2.2 Information Collection and Communication Services

The WPO is responsible for collecting information from a variety of sources to provide evidence-informed policy advice. To meet this responsibility, the WPO collects statistics and conducts research to assess the current status of women, and identifies systemic inequities and information gaps. As part of the information collection process, the WPO consults regularly with women's organizations to identify ongoing and emerging issues of concern, as well as potential solutions. Beyond providing policy advice to Provincial Government departments and agencies, the WPO communicates information on the status of women and girls through publications, events and initiatives.

2.3 Special Programs

The WPO is mandated to take on special programs to advance the status of women and girls. Currently, the WPO is leading and partnering on initiatives related to the development of Gender Equity and Diversity Plans (GEDPs). Such plans act as a special measure to address traditional employment barriers affecting women, Aboriginal people, people with disabilities and visible minorities. GEDPs also help address current labour market

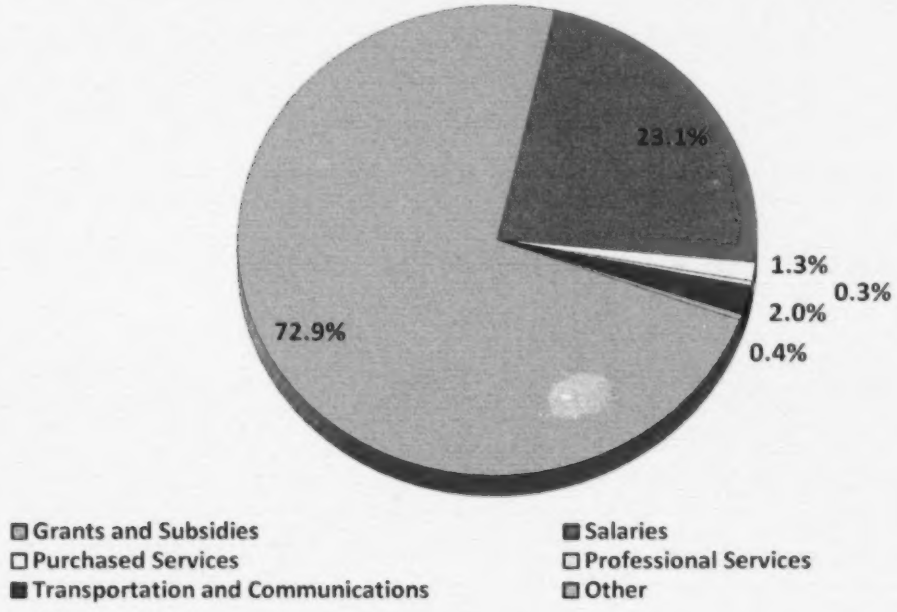
shortages, especially in skilled trades. This work supports the commitment of the Provincial Government to women's economic equality by requiring GEDPs as a condition of release from environmental assessment processes (mining projects).

2.4 Violence Prevention Initiative

The WPO administers the Violence Prevention Initiative (VPI), a multi-departmental Provincial Government-community partnership to prevent violence in Newfoundland and Labrador. The VPI provides leadership within the province to help address violence against those most likely to experience it, including women, children and youth, Aboriginal women and children, older persons, persons with disabilities, lesbian, gay, bisexual and transgender persons, persons of differing race or ethnicity, and persons of differing economic status.

3.0 Expenditures

In 2014-15, the expenditures of the Women's Policy Office were approximately $3,335,272, not including the expenditures for the PACSW. Further details on financials can be found under section 8.0.



4.0 Shared Commitments

The mandate and mission of the Women's Policy Office is achieved by working in partnership with the PACSW, Women's Centers, the Regional Coordinating Committees against Violence (RCCs), Aboriginal Governments and organizations, equality-seeking groups and community partners, as well as Federal and Provincial Government departments and agencies, and industry.

4.1 Violence Prevention

The Women's Policy Office continued to maintain partnerships to prevent violence through the development of a new VPI action plan. These partnerships support the government's violence prevention strategic direction of improved education and awareness of the impacts of violence, particularly against those most likely to experience violence.

Provincial Government partner departments include: Justice and Public Safety (including the RNC and the RCMP); Advanced Education and Skills; Health and Community Services; Education and Early Childhood Development; and Child, Youth and Family Services. Provincial Government partners also include the Labrador and Aboriginal Affairs Office, the Office of Public Engagement, Newfoundland and Labrador Housing Corporation, the Labour Relations Agency and Regional Health Authorities.

Community partners include, but are not limited to: 10 RCCs, PACSW, the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre (NLSACPC), the Transition House Association of Newfoundland and Labrador (THANL), the Seniors Resource Centre of Newfoundland and Labrador, and the Citizen's Crime Prevention Association of Newfoundland and Labrador.

4.2 Supplier Diversity Committee

In 2014-15, the Women's Policy Office participated in a Supplier Diversity Committee with the departments of Natural Resources and Business, Tourism, Culture and Rural Development. This committee supports the strategic direction of government by improving opportunities for women in business procurement with large resource development projects. The committee successfully developed an initiative in partnership with the Newfoundland and Labrador Organization of Women Entrepreneurs (NLOWE) that supports supplier development and improves access to contracts awarded by resource development projects in the province for women-owned and diverse businesses.

5.0 Highlights and Accomplishments

Violence Prevention Grants Program for Aboriginal Women

As per the strategic direction, the Women's Policy Office aims to improve education and awareness of the impacts of violence on Aboriginal women and children. In 2014-15, the Minister Responsible for the Status of Women awarded $190,000 under the Aboriginal Women's Violence Prevention Grants Program for 10 projects. The following provides a description of the project proposals that received funding:

AnânauKatiget Tumingit Regional Inuit Women's Group
Like It Is: Realities of Violence and Prevention Efforts in Nunatsiavut
This violence prevention project was designed to scope out what violence prevention efforts have been made, and by whom, in each of the five Nunatsiavut communities; to gather, through teleconferences, the major players and build buy-in to working together; to talk with women in communities about their experiences and identify the dynamics that help keep the silence around violence; to talk with leaders in communities about their perspectives on how to move forward together to create happy and healthy communities without violence; and to create a summary report, including recommendations and next steps. Grant awarded: $25,000

Flat Bay Band Inc.
A Better Place - The Seven Grandfather Teachings Film Series for Violence Prevention
A Better Place is an eight part short film series to help viewers understand the process of self-actualization and personal development through Mi'kmaq methodologies. In order to arrive at a better place, both spiritually and in society, individuals learned to relinquish the ego and overcome personal traumas. To do this, the Seven Grandfather teachings model was used. This is an ancient set of teachings of human conduct towards others which is typically passed on and tutored by Elders. Grant awarded: $25,000

Miawpukek First Nation
Connecting Young Women: A Lunch and Learn Series
This project was designed to connect young women through the development and implementation of a lunch and learn series. This series focused on culturally appropriate approaches to preventing violence against young Aboriginal women. Bridging the gap of past cultural activities and connecting young women to education and leadership is key to building community capacity. The project was a partnership with St. Anne's School to help integrate and engage young women with resource people and supportive networks. The 10-

week project was implemented biweekly at St. Anne's School and targeted young women ages 12-18 (Grades 7-12). Presentations focused on violence prevention, cultural knowledge, capacity building and holistic health. Grant awarded: $8,000

NunatuKavut Community Council
NunatuKavut Traditional Craft Making
This project entailed holding a three-day traditional craft making workshop. This community-based project brought Elders and youth together through the provision of social activities, health-related awareness workshops and mentoring/craft-making opportunities. It was designed to enhance the spiritual, mental, emotional and physical health and wellbeing of Aboriginal Elders and youth. The workshop was open to youth ages 10 and up from across Labrador. Sessions included violence prevention, illicit and prescription drug abuse prevention, physical activity, healthy eating and overall wellness. Grant awarded: $25,000

St. John's Native Friendship Centre
WE CAN (Women's East Coast All Nations Circle)
This project consisted of three parts: special projects, regular activities and education activities. Special projects included a culture retreat and a session entitled Healing Through Digital Storytelling. Regular activities included a sewing circle, co-ed organized sport, a play group, and a tea and sharing circle. Education activities included both women's and men's violence prevention workshops. Grant awarded: $15,000

Sheshatshiu Innu Health Commission
Suicide Prevention and Intervention Workshop
This project enabled four individuals to attend a suicide workshop in Montreal. In addition to addressing suicide prevention and intervention, the workshop addressed the topics of addictions and violence. Grant awarded: $10,000

Sheshatshiu Innu Health Commission
Innu Ishkeuet Healing Journey
This project provided a week-long workshop and women's gathering on violence prevention. The workshop addressed the different forms of violence. Women participants learned and taught each other and their families about all types of violence and abuse. Grant awarded: $15,000

Newfoundland Aboriginal Women's Network

Reclaiming Tradition: Protecting Our Future

This project had two components. The first involved building on past work to provide further Aboriginal Healing Circles in a total of seven communities: Port Saunders, Flat Bay, St. Georges, Stephenville, Corner Brook, Benoit's Cove, and Grand Falls-Windsor. The second component consisted of a series of six culturally-appropriate violence awareness and prevention workshops that were delivered to three communities on the Port au Port Peninsula; Port au Port East-West, Lourdes, and Cape St. George. Grant awarded: $25,000

Qalipu Mi'kmaq First Nation Band

Qalipu Mi'kmaq First Nation Healing Waters: Needs Assessment

This project implemented a needs assessment to identify mental health and social needs. This work encompassed hiring an Aboriginal Wellness Researcher for 20 weeks to identify the mental health and social needs of band members by conducting a supplemental needs assessment and consulting with stakeholders in the western and central regions of the island portion of the province. The consultation work focused on Aboriginal women and children, Aboriginal persons with disabilities and gender-based violence victims. The researcher conducted interviews, surveys and symposiums to supplement data. Grant awarded: $17,000

Mushuau Innu First Nation

Natuashish Women's Shelter Violence Prevention Project

This project proposed to increase the capacity of the Natuashish Women's Shelter by providing opportunities specifically for the capacity-building of staff, as well as outreach programs and services for the entire community. Community-based violence prevention initiatives were developed and delivered from a population health perspective in a manner which ensured cultural competence and safety. In addition to the outreach component, the project provided staff with an ability to participate in regional and provincial conferences, networking meetings and policy discussions. Grant awarded: $25,000

Women in Leadership

As per the strategic direction of government, the Women's Policy Office aims to improve opportunities for women through the removal of systemic barriers, including through ensuring access for women to programs that will benefit them socially and economically. The Women's Policy Office delivered workshops on women in leadership at the Provincial High School Leadership Conference in the fall of 2014. The Women's Policy Office also worked in collaboration with the St. John's International Women's Film Festival to advance

women's equal representation in the film industry and to produce a documentary on the all-women municipal council in Branch. Further, the Women's Policy Office has developed 20 Young Women's Leadership workshops to be delivered throughout the province in partnership with the Office of Public Engagement (Community Youth Networks). In addition, the Women's Policy Office hosted the Outreach Program for the Commonwealth Women Parliamentarians in September 2014.

Provincial Aboriginal Women's Conference

In line with the strategic direction to improve opportunities for women through the removal of systemic barriers, the Women's Policy Office continues to advance social and economic issues of importance to Aboriginal women by funding a Provincial Aboriginal Women's Conference. In 2014-15 the Women's Policy Office hosted a conference in Happy Valley-Goose Bay, themed "The Path to the Good Life – Balancing Two Worlds". This conference provided an opportunity for Aboriginal women from across the province to connect, share experiences and plan steps necessary to aid in the improvement of the quality of life of Aboriginal women in their communities.

Gender-Based Analysis

The Women's Policy Office supports the advancement of gender equity through the application of gender-based analysis to policies, programs, services and legislation. Gender-based analysis is an integral part of modern policy development and analysis. It was developed to assist policymakers in understanding the complex relationships and outcomes related to social, economic, and cultural differences between women and men and among diversity groups. In 2014-15 the Women's Policy Office continued to work with departments to build effective capacity for gender-based analysis by providing advice and consultation as departments considered policy improvements for women. In addition, the Women's Policy Office researched tools and resources to assist policy analysts and decision-makers with their own development of gender-based analysis in their respective roles. For example, the Women's Policy Office developed and delivered a gender-based analysis presentation at the Assistant Deputy Minister's breakfast in March, 2015. The Women's Policy Office also worked with the Center for Learning and Development within the Provincial Government to provide a new gender-based analysis training resource.

6.0 Issues – Report on Performance

Throughout this reporting period, the Women's Policy Office continued to work with Provincial Government departments and agencies as well as community organizations to implement programs and initiatives to address the barriers women encounter with respect to social and economic equality and advancement in Newfoundland and Labrador.

Issue #1: Economic Security

The Provincial Government has developed measures to support women in overcoming barriers to achieving economic security and continues to work on improving opportunities for women. Since 2002, the Provincial Government has put measures in place to ensure that all Newfoundlanders and Labradorians are able to avail of every opportunity in large resource developments by requiring that project operators develop and implement GEDPs for their projects.

The Women's Policy Office helps define and advance the Government of Newfoundland and Labrador's commitment to reduce the wage gap and broaden women's occupational choices. Outreach and education/training initiatives aimed at increasing the number of women in occupations where they are underrepresented are offered by the Women in Resource Development Corporation (WRDC) and the Office to Advance Women Apprentices (OAWA), both of which are funded by the Government of Newfoundland and Labrador.

Strategic Direction

The Women's Policy Office helps ensure equitable access for women to programs and policies that will benefit them economically. Work underway in this reporting period to advance industry growth and diversification also helped advance women's employment. The Women's Policy Office led the Provincial Government in the negotiation of GEDPs and worked with WRDC, OAWA and other agencies to help identify economic barriers to women and formulate recommendations and analysis that informs policy.

Goal 1

By March 31, 2017, the Women's Policy Office will have supported Provincial Government departments and agencies in advancing the economic status of women.

Objective 1

By March 31, 2015, the Women's Policy Office will have advanced GEDPs to increase opportunities and improve environments for women working in non-traditional occupations.

Measure

Advanced women's economic opportunities through stakeholder collaboration on GEDPs.

Indicator	Progress and Accomplishments
Worked collaboratively to negotiate new GEDPs	During 2014-15, the Women's Policy Office continued to work in partnership with the departments of Advanced Education and Skills; Business, Tourism, Culture and Rural Development; Natural Resources; and Seniors, Wellness and Social Development, among others, to broaden women's occupational choices, increase their employment opportunities, and improve the participation of women-owned businesses, particularly for large resource developments throughout the province. The Women's Policy Office continued to work with other government departments to prepare GEDPs for large resource developments in the province. These plans are required as a condition of release from regulatory processes and/or environmental assessments of the proposed projects. In 2014-15, the Women's Policy Office worked to conclude GEDP negotiations for Lower Churchill (Muskrat Falls) and negotiations continued for other projects including Vale (Underground), Wabush 3 (IOC) and Howse Minerals. The Women's Policy Office works with other departments as a committee to define requirements and recommendations for GEDPs for each project.
Updated existing plans with data and integrated necessary improvements to address barriers and challenges.	Through consultation across departments, the Women's Policy Office recommended improvements in GEDPs and in data collection, during 2014-15. The Women's Policy Office analyzed the ability of sample GEDP reports to convey information on economic opportunities for women. Data on GEDPs is provided by companies directly to the Department of Natural Resources to be included in a database currently under development for large-scale resource developments. In January 2015, the Women's Policy Office conducted a roundtable with women working on large resource development projects with GEDPs in order to collect qualitative data on progress and current challenges women

	experience working on these projects.

Objective 2
By March 31, 2016, the Women's Policy Office will have increased the amount of information provided in relation to women in leadership roles to support the advancement of women in leadership.

Measure
Increased the amount of information provided in relation to women in leadership roles to support the advancement of women in leadership.

Indicators
- Activities are developed/ongoing with community stakeholders.
- Activities are developed/ongoing with government departments.
- Collaborated with work on FPT committees.

Issue #2: Social Security

The Provincial Government has made advancing the status of women and girls a top priority and continues to work diligently with stakeholders to support women in our province. Social well-being is a function of many variables including: health, housing, safety, cultural and political participation, justice, education, employment, income, leisure, social relationships, consumption and sustainability. The Women's Policy Office works to promote women's social well-being through its work with provincial departments, partners and stakeholders.

Strategic Direction
In line with the strategic direction of government to improve opportunities for women through the removal of systemic barriers, the Women's Policy Office ensures equitable access for women to programs and policies that will benefit them socially. The Women's Policy Office provides annual operating grants to eight Women's Centres, the Multicultural Women's Organization of Newfoundland and Labrador, and the Newfoundland Aboriginal Women's Network to support their work in advancing the needs of women through the delivery of core services in information and referral, direct services, public education and outreach, and community leadership.

Gender-based analysis examines the differences in the lives of women and men, particularly those conditions that lead to social and economic inequality for women. Through the use of gender-based analysis the Women's Policy Office is able to identify systemic barriers and impacts that policy might have on women in this province. Throughout this reporting period, the Women's Policy Office continued to work with departments to advance the social equality of women through the application of gender-based analysis to policies and programs.

Goal 1

By March 31, 2017, the Women's Policy Office will have supported Provincial Government departments and agencies in advancing the social status of women.

Objective 1

By March 31, 2015, the Women's Policy Office will have provided information to support informed decision-making by organizations seeking equality for women.

Measure

Research conducted and disseminated to support evidence-informed decision making.

Indicator	Progress and Accomplishments
Researched and analyzed gender information and provided it to women's equality seeking organizations.	Gender information is analyzed on an ongoing basis. Information is provided through conference calls and the Women's Policy Office website. Throughout 2014-15 the Women's Policy Office has conducted research on gender diversity and equity in employment. During 2014-15, the Women's Policy Office worked with the Atlantic Ministers Responsible for the Status of Women to research hypersexualization of girls and young women as part of the Cybersafe Girl Initiative. This phase of the project was presented to organizations and experts across Canada during the 2014 United Nations Commission on the Status of Women meetings.
Informed women's equality seeking organizations of provincial and/or federal consultations, funding, and program changes.	The Women's Policy Office maintains ongoing relationships with women's organizations in the province, which includes providing information to these organizations, for example notifying organizations of Status of Women Canada funding opportunities and funding opportunities from other provincial government departments.

	During 2014-15 the Women's Policy Office worked with the Department of Seniors, Wellness and Social Development to organize consultations for the development of the Poverty Reduction Strategy action plan. The Women's Policy Office hosted consultation sessions with the Regional Coordinating Committees against Violence, Women's Centres, Aboriginal women's organizations and groups, and the Multicultural Women's Organization of Newfoundland and Labrador.

Objective 2
By March 31, 2016, the Women's Policy Office will have supported the advancement of social well-being for women and girls in rural and remote areas of our province.

Measure
Supported the advancement of social well-being for women and girls in rural and remote areas of our province.

Indicators
- Hosted Aboriginal Women's Conference.
- Collaborated with FPT committee work.

Issue #3: Violence Prevention

The Provincial Government is strongly committed to preventing violence in Newfoundland and Labrador through the VPI, a Provincial Government-community partnership to find long-term solutions to violence against populations most likely to experience violence and abuse.

Through the implementation of the VPI, the Provincial Government, in collaboration with community partners, increased awareness, improved research, positively changed public attitudes and behaviours towards violence, enhanced community participation and improved legislation, policy, programs and services.

The 2010 *Provincial Survey of Attitudes towards Violence and Abuse* showed that over 57 per cent of respondents indicated their awareness of violence had increased during the 2006 VPI action plan. Of these respondents, 62 per cent indicated that their attitudes towards violence and abuse had positively changed, and 37 per cent indicated their behaviours had consequently positively changed.

This survey also showed that 48 per cent of respondents identified the need to continue to create awareness and education about what violence is and what can be done about it as the most important thing that can be done to prevent violence and abuse.

Between 2006 and 2014, 46,830 violent crimes were reported against adults over the age of 18 in Newfoundland and Labrador. Of these crimes, 25,690 were against women and 21,140 against men. The majority of victims of violent crime are women, representing 55 per cent of all adult victims. However, two crime categories had greatly different gender representations, specifically sexual offences and kidnapping, hostage-taking and abduction. In both these categories, female victims vastly outnumbered male victims.

Between 2006 and 2014, 13,273 violent crimes were reported against children under the age of 18 in Newfoundland and Labrador. Of these crimes, 6,869 were against girls and 6,404 against boys. Girls are the majority of child victims of violence, representing 52 per cent of victims. However, three crime categories had greatly different gender representations, specifically sexual offences, kidnapping, hostage-taking, abduction and luring, and homicide. In the first two categories, female victims vastly outnumbered male victims. Boys were more commonly the victims of homicide.

Strategic Direction

Educating everyone in the province, at every age, is an important step to preventing violence and abuse. Work underway in this reporting period continued to advance the Provincial Government's strategic direction to improve education and awareness about the impacts of violence, particularly against those most likely to experience violence. The Provincial Government has evaluated *Taking Action Against Violence 2006-2012*, and through consultation with partners, stakeholders and victims of violence, is preparing a new, focused VPI Action Plan to commence in fiscal 2015-16.

Goal 1

By March 31, 2017, the Women's Policy Office will have undertaken initiatives to address violence against populations likely to experience violence.

Objective 1

By March 31, 2015, the WPO will have provided education and training initiatives to recognize, prevent and intervene in violence and abuse.

Measure

Provided education and training initiatives to recognize, prevent and intervene in violence and abuse.

Indicator	Progress and Accomplishments:
Provided Respect Aging train-the-trainer sessions to various target audiences to address violence against older persons.	Throughout 2014-15, the Women's Policy Office continued to deliver the Respect Aging training program that was first launched in March of 2014. Respect Aging was designed to educate and train various audiences in the recognition, prevention and intervention of violence against older persons. The vision of Respect Aging is that all older persons in this province should live free from fear, exploitation and violence in safe and supportive communities. The Women's Policy Office offers Respect Aging awareness workshops and Train-the-Trainer workshops. In addition, the Women's Policy Office hosts a website where anyone interested can access all training materials as well as awareness materials from the 2008 Preventing Violence against Older Persons campaign: www.respectaging.ca. During 2014-15, the Women's Policy Office delivered a total of five Respect Aging sessions, supporting approximately 53 participants (plus RNC and RCMP personnel) in completing the awareness workshop and 34 participants in completing the Train-the-Trainer workshop.
Updated related materials and delivered the Violence Awareness and Action Training (VAAT) one-day workshop to address violence against women and other populations most likely to experience violence.	The overall goal of the Violence Awareness and Action Training (VAAT) is to increase the sensitivity and awareness of participants to the factors contributing to violence and the impact of violence. Throughout 2014-15, the Women's Policy Office worked with the Regional Coordinating Committees against Violence to revise and update both the one-day VAAT workshop and the two-day Train-the-Trainer workshop to ensure all materials are both current and relevant. This work included updating and revising two participants' manuals and

Updated related materials and delivered the VAAT two-day train-the- trainer workshop materials to address violence against women and other populations most likely to experience violence.	two training manuals, as well as accompanying PowerPoint slides. Additional optional sessions on violence against specific populations, such as older persons, persons with disabilities, and lesbian, gay, bisexual and transgender persons, were also developed to complement the core training materials. During 2014-15, the Women's Policy Office delivered a total of nine VAAT workshops to front-line community and Provincial Government workers, supporting 113 participants in the completion of the one-day workshop and 28 participants in the two-day Train-the-Trainer workshop.

Objective 2

By March 31, 2016, the Women's Policy Office will have developed new initiatives to raise public awareness and positively change attitudes and behaviours towards violence and abuse.

Measure

Developed new initiatives to raise public awareness and positively change attitudes and behaviours towards violence and abuse.

Indicators

- Conducted research to inform the development of public awareness materials.
- Revised and updated existing public awareness materials to engage the public in violence prevention.
- Developed and implemented new public awareness materials for the prevention of violence and abuse against populations most at risk.

7.0 Opportunities and Challenges

The Women's Policy Office works collaboratively with the Newfoundland and Labrador Statistics Agency (NLSA) to undertake primary research to develop and improve data specific to the various forms of violence and the populations who are most impacted within the province. Having access to data is integral to informing public policy, thus, the Women's Policy Office continues to collect relevant information and statistics to inform policy and program development. The Women's Policy Office will continue to work with the NLSA in the collection and dissemination of statistical information, and to undertake primary research in areas such as the gender breakdown around training and employment, women in elected office and women on boards, as well as the income for at risk groups such as, seniors, single-parent families, Aboriginal women and women with disabilities.

The Provincial Government negotiates requirements for business access strategies with project operators; however there is a gap between the supplier opportunities and the availability and identification of qualified women-owned businesses. The Supplier Diversity committee was created to support diverse supplier development and improve access for women-owned businesses to contracts awarded by resource development projects in the province. The Women's Policy Office will continue to support this work throughout the next reporting period.

Given this province's economic position and outlook, continuing work on gender-based analysis and the further development of GEDPs is integral in supporting the social and economic advancement of women and other underrepresented groups in this province, and are a key area of focus for the Women's Policy Office. Several GEDPs will be negotiated in the upcoming year and the Women's Policy Office will continue to advance all aspects of women's participation in education, training and the workforce.

8.0 Financial Statements (Unaudited)

Expenditure and revenue figures included in this document are based on public information provided in the Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund for Fiscal Year Ended 31 March 2015. Audited financial statements are a requirement at the Provincial Government level and are made public through the Public Accounts process; however, the Women's Policy Office is not required to provide a separate audited financial statement.

Office of the Executive Council	Actual ($)	Amended ($)	Original ($)
Women's Policy			
Women's Policy Office			
01. Salaries	789,839	791,000	811,200
02. Employee Benefits	2,130	2,100	1,500
03. Transportation and Communications	68,977	66,800	169,100
04. Supplies	10,768	7,100	14,900
05. Professional Services	11,803	12,000	107,900
06. Purchased Services	43,037	57,300	259,800
07. Property, Furnishings and Equipment	-	-	3,700
10. Grants and Subsidies	2,486,200	2,466,500	3,016,600
02. Revenue – Provincial	(77,482)	(77,500)	-
TOTAL: Women's Policy Office	3,335,272	3,325,300	4,384,700
Provincial Advisory Council on the Status of Women (PACSW)			
10. Grants and Subsidies	430,100	430,100	430,100
TOTAL: PACSW	430,100	430,100	430,100
TOTAL: Women's Policy	3,765,372	3,755,400	4,814,800